



## ***Southend People Scrutiny Committee***

***Yvonne Blucher***  
***Managing Director – Southend Hospital***



**Chief Executive – Clare Panniker**

**Chief Medical Officer**

Dr Celia Skinner



**Chief Nurse**

Diane Sarkar



**Chief Transformation Officer**  
Tom Abell



**Chief Human Resources Director**  
Mary Foulkes



**Chief Finance Officer**  
James O'Sullivan



**Chief Information Officer**  
Martin Callingham



**Chief Estates and Facilities Director**  
Carin Charlton



**Managing Director (Basildon)**

Clare Culpin



**Managing Director (Mid Essex)**

Lisa Hunt



**Managing Director (Southend)**  
Yvonne Blücher



# Our local leadership team



Clare Panniker  
Chief Executive



Yvonne Blücher  
Managing Director



Jo Furley  
Director of  
Operations



Cathy O'Driscoll  
Director of Human Resources  
& Organisational Development



Neil Rothnie  
Medical  
Director



Denise Townsend  
Director of  
Nursing




Adrian Buggle  
Director of  
Finance



John Henry  
Director of Estates  
& Facilities

# CQC Inspection in January 2016,

## Our ratings for Southend University Hospital NHS Foundation Trust

	Safe	Effective	Caring	Responsive	Well-led	Overall
Urgent and emergency services	Good	Good	Good	Good	Outstanding 	Good
Medical care	Requires improvement	Good	Good	Requires improvement	Good	Requires improvement
Surgery	Good	Good	Good	Requires improvement	Good	Good
Critical care	Requires improvement	Good	Good	Good	Good	Good
Maternity and gynaecology	Requires improvement	Good	Good	Good	Good	Good
Services for children and young people	Requires improvement	Requires improvement	Good	Good	Requires improvement	Requires improvement
End of life care	Requires improvement	Good	Good	Requires improvement	Requires improvement	Requires improvement
Outpatients and diagnostic imaging	Requires improvement	Not rated	Good	Requires improvement	Requires improvement	Requires improvement
Overall	Requires improvement	Good	Good	Requires improvement	Requires improvement	Requires improvement

Further focused inspection February 2017 – Awaiting report



## Performance

- ED Performance improvement against 4 hour target in March 2017 is now 92.07% against a national target of 95% (local target of over 90%)
- Challenges
  - Delayed transfers to the community providers
  - A&E attendances increasing
  - Lack of other services for patients
  - Section 136 changes
- Cancer targets are being met for 2 week wait, however, 62 day cancer performance is currently at 64.9% (provisional) against a target of 85%
- Referral To Treatment performance 86.57% February 2017 (confirmed) against a target of 92%

## Finances

- Currently on target for control total £16.2m full year forecast £14.4m favourable year-end variance represents the STF incentive bonus of £1.7
- Challenges
  - Need to continue to find cost improvement plans for £11m for 2017/18
  - Unfunded Essex Success Regime programme
  - Cost of Agency
  - Funding pay
  - CCG affordability / contract negotiations

# Vacancy Numbers

There has been a decrease in the all vacancy numbers over the last 11 months.

	Feb-16		Feb-17	
	Vacancy Rate	No. of Vacancies	Vacancy Rate	No. of Vacancies
Trust	8.06%	324.95	6.70%	272.3
Nursing (trained)	11.83%	144.40	10.26%	126.67
Nursing (untrained)	5.29%	26.30	8.60%	48.69
Consultants	9.88%	20.20	7.51%	15.07

NB: The above figures are calculated using establishment and substantive staff in post data.

## Key issues

- High cost of Agency staff (all disciplines)
- Lack of Consultants in key areas – DME, Respiratory, Stroke, Acute Medicine.
- Unfilled Junior Doctor posts
- Recruitment for Doctors and Nurses from abroad and awaiting English examinations

## Recruitment Activity – achievements

- Overseas recruitment campaigns
  - Spain 66 Qualified Nurses arrived
  - Philippines 71 offers made – 14 passed English examination with 5 confirmed starters for May
  - Potential joint overseas campaign with ESR Trusts
- Doctors
  - 38 offers since 01/01/17 – 11 of which are for Consultants
  - Targeting top 20 agency spend – all Doctors – replace with substantive or NHS locum
- Bank Recruitment
  - 85 recruited onto the bank since 01/01/17
  - 48 at offer stage effective 28/03/17



## Other Initiatives in the pipeline

- Newly Qualified Nurses – 36 offered to date from local Universities with start dates in Autumn 2017
- Proactive nurse bank recruitment campaigns have increased numbers in the pipeline – both qualified and unqualified
- Bank Auto enrolment process launched reducing the requirement for agency
- Nurse Apprenticeships Programme due to be launched Summer 2017